

AMENDED IN SENATE AUGUST 13, 2014

AMENDED IN SENATE JUNE 17, 2014

AMENDED IN SENATE AUGUST 12, 2013

CALIFORNIA LEGISLATURE—2013–14 REGULAR SESSION

**ASSEMBLY BILL**

**No. 1397**

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**Introduced by Committee on Veterans Affairs (Muratsuchi (Chair),  
Chávez (Vice Chair), Atkins, Brown, Eggman, Grove, Salas, and  
Yamada)**

March 6, 2013

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An act to amend Section 19792 of the Government Code, relating to veterans.

LEGISLATIVE COUNSEL'S DIGEST

AB 1397, as amended, Committee on Veterans Affairs. State civil service: veterans preference data.

The California Constitution requires civil service appointments to be made under a general system based on merit ascertained by competitive examination. The California Constitution allows the Legislature to provide preference for veterans and their surviving spouses. Under existing law, whenever any veteran achieves a passing score on an entrance examination, the veteran is required to be ranked in the top rank of the resulting eligibility list.

Existing law requires the Department of Human Resources (~~department~~) to, among other things, review, examine the validity of, and update qualifications standards, selection devices, including oral appraisal panels, and career advancement programs.

This bill would additionally include the veterans preference system among those selection devices.

Existing law requires the department to maintain a statistical information system designed to yield the data and the analysis necessary for the evaluation of equal employment opportunity within the state civil service. Existing law requires the statistical information to include specific data to determine the underutilization of groups based on race, ethnicity, gender, and disability.

This bill would additionally require that statistical information to include specific data to determine the underutilization of groups based on veteran status, as specified. The bill would also require that data analysis to include specific information pertaining to veteran status.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

1     SECTION 1. Section 19792 of the Government Code is  
2     amended to read:  
3     19792. The department shall do all of the following:  
4     (a) Provide statewide leadership, designed to achieve equal  
5     employment opportunity in the state civil service.  
6     (b) Develop, implement, and maintain equal employment  
7     opportunity guidelines.  
8     (c) Provide technical assistance to state agencies in the  
9     development and implementation of their equal employment  
10    opportunity programs.  
11    (d) Review and evaluate departmental equal employment  
12    opportunity programs to ensure that they comply with state and  
13    federal statutes and regulations.  
14    (e) Establish programs to ensure equal employment opportunity  
15    for all state job applicants and employees through broad, inclusive  
16    recruitment efforts and other measures as allowed by law.  
17    (f) Provide statewide training to departmental equal employment  
18    opportunity officers who will conduct training on equal  
19    employment opportunity.  
20    (g) Review, examine the validity of, and update qualifications  
21    standards, selection devices, including oral appraisal panels and  
22    veterans preference systems, and career advancement programs.  
23    (h) Maintain a statistical information system designed to yield  
24    the data and the analysis necessary for the evaluation of equal  
25    employment opportunity within the state civil service. The

1 statistical information shall include specific data to determine the  
2 underutilization of groups based on race, ethnicity, gender,  
3 disability, and veteran status. The statistical information shall be  
4 made available during normal working hours to all interested  
5 persons. Data generated on a regular basis shall include, but not  
6 be limited to, all of the following:

7 (1) Current state civil service workforce composition by race,  
8 ethnicity, gender, age, veteran status, department, salary level,  
9 occupation, and attrition rates by occupation.

10 (2) Current local and regional workforce and population data  
11 for groups based on race, ethnicity, gender, and age.

12 (i) The data analysis referred to in subdivision (h) above shall  
13 include, but not be limited to, all of the following:

14 (1) Data relating to the utilization of groups based on race,  
15 ethnicity, and gender compared to their availability in the relevant  
16 labor force.

17 (2) Turnover data by department and occupation.

18 (3) Data relating to salary administration, including average  
19 salaries for groups based on race, ethnicity, gender, and disability  
20 and comparisons of salaries within state service and comparable  
21 state employment.

22 (4) Data on employee age, and salary level compared among  
23 groups based on race, ethnicity, gender, and disability.

24 (5) Data on the number of individuals of each race, ethnicity,  
25 gender, and disability who are recruited for, participate in, and  
26 pass state civil service examinations. This data shall be analyzed  
27 pursuant to the provisions of Sections 19704 and 19705.

28 (6) Data on the job classifications, geographic locations,  
29 separations, salaries, and other conditions of employment that  
30 provide additional information about the composition of the state  
31 civil service workforce.

32 (j) The data analysis referred to in subdivision (h) shall also  
33 include, but not be limited to, all of the following pertaining to  
34 veteran status:

35 (1) Data relating to the utilization of veterans compared to their  
36 availability in the relevant labor force.

37 (2) ~~Turnover-Separation~~ data by department and ~~occupation~~  
38 *major occupational groups*.

1 (3) Data relating to salary administration, including average  
2 salaries for veterans and comparisons of salaries within state service  
3 and comparable state employment.

4 (4) Data on employee age, and salary level compared among  
5 groups based on veteran status.

6 (5) Data on the number of veterans who ~~are recruited for,~~  
7 ~~participate in,~~ *in* and pass state civil service examinations. This  
8 data shall be analyzed pursuant to the provisions of Sections 19704  
9 and 19705.

10 (6) Data on the ~~job classifications, recruitment efforts, major~~  
11 ~~occupational groups,~~ geographic locations, separations, salaries,  
12 and other conditions of employment that provide additional  
13 information about veterans in the state civil service workforce.